

EXHIBIT 3

From: [David Johnson](#)
To: cort@the4dfactory.com; shonour@northernpacificgroup.com; steve@horowitzrubenstein.com; josh@polychain.capital; [Pierre Planche](#)
Subject: Reinstatement of Mark Long as CEO
Date: Monday, December 18, 2023 4:32:45 PM
Attachments: [image001.png](#)
[Reinstatement of Mark Long.pdf](#)

To the Members of the Board of Directors,

I'm sending you the enclosed letter on behalf of the employees of Neon Machine Inc. containing an urgent request: The reinstatement of Mark Long as our Chief Executive Officer.

Thank you for your time and consideration. We look forward to your prompt and positive response.

Sincerely,

Dave Johnson

Executive Producer



Shrapnel.com

Subject: Urgent Matter - Reinstatement of Mark Long

Dear Neon Machine Board Members,

We, the employees of Neon Machine Inc., are writing to express our collective objection to the suspension of our CEO, Mark Long, and his replacement with Cort Javarone. The decision to replace a game industry veteran with an unqualified director has shaken our team to its core and jeopardizes the company we've painstakingly built.

Mark's 28 years of industry expertise are woven into the fabric of Neon Machine. His steady hand has guided us through economic turbulence, industry shifts, and even a global pandemic. His leadership has not only secured our survival but positioned us as a rising force in the burgeoning web3 gaming space.

Cort Javarone, on the other hand, inspires nothing but unease and apprehension among our ranks. He possesses no relevant experience or demonstrably successful track record. His history of lawsuits and bankruptcy generates no confidence in his ability to lead our fragile company, let alone navigate the complexities of web3 gaming.

We urge the Board to reconsider this decision and must convey that, should Mark not be reinstated, we may find it untenable to continue under the leadership of someone who refuses to acknowledge the launch of our token and network, let alone the thousands of players using them since May 2023.

Thank you for your prompt attention to this matter.

Sincerely,

David Johnson

Jay Prochaska

Hamed Sahil

Jonathan Schwartz

Arun Rao

Noman Muhammad

Danny Rodriguez

Adrian Balanon

Patrick Meade

Alan Jones

Bruce Tartaglia

Mike Anderson

Venkata Jyothsna Pakanati

Mark Tanjutco

Weiyi Zhang

Jennifer Bogatz

Gheorghe Crihan

Luke Willis

Clint Bundrick

Tony Valcarcel

Sherif Habashi

Timothy Manley

Marc Mercuri

Glenn Suboc

Jay Sherson

Lauren Brown

Tanner Ellison

Chris Hagen

Danny Quesada

Ira Shokeen

Arunan Rabindran

Tyler Bartels

Ben Perszyk

Sergei Shinkevich

Drew Butler

Misha Sky

Joshua Davis

Gianna Sulyma

Brice Broaddus

Marcus Jones

Francis Brankin

Todd Gilbertsen

Michele Stewart

Andrew De Spain

Kendall Elmore

Tina Russell

John Noonan

Paul Pawlicki

Michael Sharpe

Alexander Veneruso

Robert S. Hallwood

Duane Santos

George Ohler